

PARLIAMENT

STAFF BULLETIN

December 2023

The New Parliament
CHAMBER

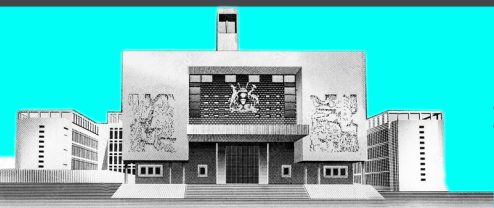
A Day in the Life.
**THE OFFICE OF THE
SPEAKER**

Bisase
RETIRES ON

Watera
MAKES HISTORY



3RD
EDITION



PARLIAMENT | STAFF | BULLETIN



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Issued in
2023

PARLIAMENT STAFF BULLETIN

EDITORIAL TEAM

MANAGEMENT MAIN ACT

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PARLIAMENT RECOGNISED AT THE 2023 JOURNALISM AWARDS

Parliament was recognised for her support towards the 2023 Uganda National Journalism Awards (UNJA) at a gala that took place at Sheraton Kampala Hotel on Wednesday, 30 August 2023.

The Parliament of Uganda was one of the premium sponsors for the 2023 journalism awards organised by the African Centre for Media Excellence (ACME), a non-profit organisation that strives to promote media excellence in Uganda.

During the awards ceremony, Parliament received a certificate of honour and appreciation from ACME Executive Director, Dr George Lugalambi, for invaluable sponsorship of the awards.

The certificate was received by staff from the Department of Communication and Public Affairs (CPA) who graced the colourful event.

The Director CPA, Chris Obore, who represented the Clerk to Parliament, said that the institution will continue supporting ACME in building capacity for journalists and organising such annual awards.

"Parliament is very proud to associate with ACME in organising journalism awards because improving the capacity of journalism and motivating them to do deeper and impactful stories is a noble thing to do," Obore said.

With a journalism experience spanning over 20 years, Obore advised the new crop of practitioners to stick to the journalist's creed in order to uphold the profession and build public trust.

"We need journalism that is committed to truth, fairness and balance in holding public officials and society generally accountable," he said.

Obore added, "Most times, journalists have talked ahead of facts and this causes problems. But I want to thank journalists who have done their best.

They wake up every day to look for the truth." H.E Jan Sadek, the Ambassador of the European Union (EU) to Uganda, who was the chief guest at the gala, underscored the importance of the media in giving a voice to the voiceless and promoting accountability in the usage of public and development funding.

"A robust media sector is critical for our society; it fosters good governance and transparency and empowers citizens to participate actively in society and advocate for change," he said.

Sadek added that strong media is a cornerstone of development and one of the pillars of a democratic society

He said the EU remains committed to supporting independent media in access to information and quality journalism

This year's journalism awards attracted 262 entries with 183 journalists participating in the 15- category contest

The winners of each of the categories scooped prestigious accolades and certificates with a cash bonanza of Shs1.5m while the first runners-up received Shs 500,000

The Uganda National Journalism Awards were launched nine years ago by ACME to acknowledge and motivate exceptional journalism that informs the public, encourages citizen participation and holds those in power accountable.



KNOWING YOUR NET WORTH



Net worth is the amount by which your assets exceed your liabilities. Net worth is the difference between what you own and what you owe and it can be categorized into two categories;

Positive Net worth

This denotes that your assets exceed your liabilities whereas Negative Net worth denotes that your liabilities are greater than your assets.

The conversation about net worth is mostly attributed to the wealthy entrepreneurs in various spheres of the world, however it's important for the conversation to be brought down to individual level.

It's a true depiction of your financial situation. If you calculate your net worth today, you will see the end result of everything you've earned and everything you've spent until now.

Tracking your net worth over time, offers a more meaningful view of your finances for instance;

- One's net worth is viewed as a financial report card that allows you to evaluate your current financial status.
- Net worth enables you to figure out what you
- it can provide a wake-up call if you are completely off track, or on track confirmation, if you are doing well.
- Calculating your net worth highlights the impact of debts on your financial situation. It can motivate you to develop a debt repayment strategy and reduce liabilities over time.
- A higher net worth can provide you with more financial stability and flexibility for making investment decisions. foundation.

- When planning for your estate and inheritance, understanding your net worth can help you determine how to distribute your assets and plan for eventualities

Calculating your net worth poses certain challenges and potential pitfalls:

- Incomplete Financial Information: Gathering all your financial information can be challenging. You might forget about certain assets or liabilities, or you might not have up-to-date information on all your accounts.
- Valuation of Assets: Assigning accurate values to your assets can be tricky. For some assets like real estates their value may fluctuate, and it might be necessary to get professional advice
- Depreciating Assets: Some assets, such as cars or electronic gadgets, tend to depreciate in value over time. Determining their current worth can be challenging, as it may
- Debt computation: Not all debts are straightforward to compute. For example, should you include your Fixed deposits as a liability, or is it more like forced savings?
- Emotional Factors: Calculating your net worth can be emotionally charged, especially if you have a significant amount of debt or if your net worth is lower than expected. This can lead to anxiety or stress.
- Time-Consuming: Gathering all the necessary financial information and assets, especially if you have a complex financial situation, can be time-consuming.
- Privacy Concerns: Sharing detailed financial information can raise privacy concerns. You should take precautions to protect your sensitive financial data
- It's important to remember that personal net worth is just one metric in assessing your financial well-being. Other
- cash flow, and financial goals also play crucial roles in your overall financial picture.
- Regularly reviewing and updating your net worth statement can help you make informed financial decisions and work toward your financial objectives.
- This withstanding, some challenges are bound to come up; it's essential to be organized, diligent, and as accurate as possible when calculating your net worth
- Remember that the primary goal is to gain a better understanding of your financial health and make informed financial decisions. Remember that the primary goal is to gain a better understanding of your financial health and make informed financial decisions.

*CPA SEMAKULA AARON
PRINCIPAL ACCOUNTANT*



MERCY NALUSIBA INSTALLED AS ROTARY

Pledges to construct a Classroom Block in Kansanga

It was glamour and celebration as Ms Mercy Nalusiba, (Deputy Editor of Hansard), was installed as the fourth president of the Rotary Club of Kansanga on Saturday, 15th July 2023.

The ceremony, held on a bright and warm afternoon, was presided over by the Rotary District Governor (District 9214), Rtn. Francisco Ssemwanga, while the Chie guest was Hon. Paul Musamali, Member of Parliament of the East African Legislative Assembly (EALA). A number of Mercy's friends, family, and colleagues graced the colourful ceremony at Graceland Hotel in Bunga.

In her remarks, President Mercy said her area of focus will be supporting basic education and literacy, in line with the Rotary District 9214's theme for the Rotary Year 2023-2024. In this regard, the Rotary Club of Kansanga will build a classroom block at Kansanga Primary School, to ease congestion.

With a population of over 1,300 pupils, the school faces serious accommodation challenges, with two classes sharing a classroom at the same time. She also pledged to grow the club membership from 25 to 35 members, by interesting friends and acquaintances to join it.

In her acceptance speech, Nalusiba intimated that she owed her Rotary journey to Ms Helen Kawesa (Assistant Director, SAA) who interested her in joining the noble Rotary fraternity.

"I never aspired to be President, but I thank Ms Helen Kawesa, who relentlessly invited and introduced me to the enjoyable Rotary activities, which later attracted me to join the organisation." She also gave credit to her family, colleagues and church members of St Paul Katuuso-Buziga, who, she said had supported her immensely both at the installation and in her Rotary activities. "With your support, I will work hard to ensure that we meet our goals both as a club and within the district," she said.

President Nalusiba pledged to continue with the charitable causes of the club, namely; the construction of a pedestrian bridge in Ssebuliba Zone to link the population to the nearby schools, and the Club's contribution of \$4,000 to the Rotary Foundation in commemoration of the club's fourth anniversary, and an additional \$1,000 to the Polio Plus programme.

She said she would encourage at least four members to work towards becoming Paul Harris Fellows (PHF) in the Hope Creation year. PHFs are members who contribute US\$1,000 or more to the Rotary Foundation.

The Chief Guest, Hon. Paul Musamali, congratulated President Nalusiba upon being installed as the first woman President of the club. He called on Ugandans to join and support Rotary activities. "Ugandans don't take rotary clubs seriously yet they do a lot in serving humanity. We waste a lot of time in other things but from what I have learnt here today of the good causes of service, I am inspired to join Rotary." he said

He advised Mercy, whom he said has a big responsibility, to lead and steer the club through the good and bad times, and to leave it much better than she found it. He contributed Shs 2,000,000 towards the club projects.

Rtn. Mercy Nalusiba joins a long list of other Parliament staff who have been Rotary Presidents over the years. They include: Patrick Kunobwa, Charles Kizza Lwanga and Julian Kaganzi (Kampala Central), Helen Kawesa (Kampala Ssesse Islands), Esther Mwambu and Patrick Lassu (Kampala South).

About Rotary

Rotary clubs in almost every country in the world. Their service improves lives both locally and internationally, from helping those in need in their own communities to working toward a polio-free world.



WATERA MAKES HISTORY

first Ugandan to win African Evidence Leadership Award



Parliament of Uganda and Uganda as a whole will be remembered in the Monitoring and Evaluation (M&E) platforms for producing the first Ugandan, Josephine Watera who won the African Evidence Leadership Award. Watera, the Assistant Director, Research Services scooped the prestigious award on 15 September 2023

It should be noted that international and national recognition of Watera's work dates as far back as 2013 when she received an award as a credential evaluator from the Canadian Evaluation Society. In 2017, she was recognized by the American Evaluation Association panel of the global fund; an advisory group to the global fund in Geneva composed of 11 million Monitoring and Evaluation (M&E) experts. The panel advises on M&E structures and evidence use.

Our Staff Bulletin writer caught up with Watera on her journey to becoming a celebrated M&E expert, upon scooping the African Evidence Leadership Award

What is the African Evidence Leadership Award?

The African Evidence Leadership award is a recognition to practitioners who are using evidence; people who have interest in building evidence use culture. The awards have been running for the past six years in South Africa. This year was Uganda's first time to win the award as well as hosting the ceremony. The award ceremony is organized by the Africa Evidence Network comprised of 5,000 members within and outside Africa

What is now expected of the award winner?

This award is about projecting the image of why evidence is important, so when you get the award you are more of an advocate for a whole year. I will be engaged in activities of the network to publicize the use of evidence.

How do you feel about this recognition?

The Africa Evidence Leadership Award is highly distinguished. As a practitioner in the evidence use eco-system for the past 16 years, it is very encouraging and humbling for my work to be openly recognized.

As a chapter contributor to the book 'African Parliaments: Evidence Systems for Governance and

Development', this award will help to publicize my work and lead people to appreciate the context of Parliaments.

I am delighted that the award comes at the time when I am completing my Doctoral Degree in Programme Evaluation at University of Cape Town, South Africa. I am researching on drivers and constraints of evidence use in the Parliaments of Uganda and South Africa. Therefore, this award gives me great joy that my contribution to the evidence use in Parliament of Uganda has gained recognition as early as this.

What are the specifics that enabled you to scoop the award?

In 2023, I led a review of the Africa evaluation guidelines where we produced the Africa evaluation principles. which all countries under African Evaluation Association (AFREA) are supposed to use to assess or perform evaluation functions.

In conjunction with Twende Mbele, a South African peer learning partnership between four countries (Benin, Ghana, South Africa and Uganda) and University of Witwatersrand South Africa, I took the lead in development of guidelines for setting up M&E systems in Parliaments.

The awarding committee also considered my participation in peer learning activities with colleagues in other Parliaments of South Africa, Zambia, Malawi, Kenya, Ghana, Burundi Rwanda. This was aimed at forging ways of advancing evidence use in Parliament.

As a result, we developed the Parliamentary oversight tool and engaged in workshops. I was at the fore front of organizing the 2018 Parliamentary evidence workshop held in Uganda I have participated in designing tools for evidence use in the context of Parliaments, notable, I have participated in designing tools for evidence use in the context of Parliaments, notable,

the Common Wealth Parliamentary Association (CPA) self-assessment tool of 2019. As a such, Uganda Parliament is among the 20.

countries that have used this tool out of the over 100 Parliaments that are subscribed to CPA.

The committee considered the fact that Parliament of Uganda has domesticated the Inter-Parliamentary Union assessment tool where we developed one that is Ugandan based with additional assessment frameworks.

How do you apply evidence in your day to day work?

Under the department of Research Services, we have undertaken a number of processes to advance evidence use such as the recently established databasewhere we have uploaded all the study reports, concept notes, desk reviews, committee briefs since 1999.



YOUR ONLINE REPUTATION

Anecessary ally. Take charge!

When you are on the Internet, you are bound to share information in blogs, comments, tweets, pictures, videos and links. This may lead to the possession of an online reputation that you cultivate through these activities without your knowledge.

The information you share in blogs, comments, tweets, snapshots, videos, and links creates an image about you, and others add their own opinions (good or bad), which contribute to your reputation. This information is available to anyone, who can then use it to make judgments about you.

According to findings from research done by Microsoft in Canada, Germany, Ireland, Spain, and the United States, 91 per cent of people have done something to manage their online profile at some point, and only 44 per cent of adults actively think about the long-term consequences of their online activities.

Find out what is on the Internet about you

- **Use search engines**

Type your first and last name into several popular search engines (Google for example) and search for images as well as text.

- **Be specific to increase your search effectiveness.**

your name. Specify the city where you live, your employer, or other keywords that apply only to you.

- **Search all variations of your name**

If you have ever used a different name or nickname, if you use your middle name or initials, or if your name is frequently misspelled, check these as well.

- **Check sites you frequent.**

Search online directories and sites that compile public records, genealogy sites, and websites of organisations to which you belong or spend time.

- **Search blogs and social networks**

Review what others have posted about you in comments, pictures, or videos. Explore their blogs, personal pages on social networking sites (Facebook, LinkedIn, Twitter), or photo-sharing sites like Flickr and Instagram. (Parts of these sites are inaccessible to many search engines, so you must look separately.)

Evaluate your online reputation

After you have gathered this information, think about the story it tells. Does it reflect the way you want others to perceive you? If not, what is missing? Is it accurate? If not, what should be deleted or corrected? Do you need more than one online profile -whether professional, personal, or for an area of interest, like a hobby or volunteer work? If so, is it okay to mix information from different profiles? Do you want your profiles to be public or more private?

Your answers to these questions are important because information online is searchable, often permanent, and may be seen by anyone on the Internet.

Unlike data stored on paper, Internet search engines can aggregate online information and other tools, which makes it easier for others to put together their own idea of who you are. Websites may archive what you have posted and data they have collected from you. Friends (or ex-friends) may divulge it; malicious programmers and security lapses may expose it.

Search blogs and social networks

Act online in a manner that reflects the reputation you want to earn - whether you are building on an existing reputation, discarding an old persona, or creating a new one.

Think before you share

Before you put anything online, think about what you are posting, who you are sharing it with, and how this will reflect on your reputation. Would you be comfortable if others saw it, or saw it ten years from now?

When you choose photos and videos, think about how others might perceive them. Talk with your friends about what you do and do not want shared.

Ask them to remove anything that you do not want disclosed.

Treat others as you would like to be treated

Be civil in what you say and show on the web.

Respect the reputation and privacy of others when you post anything about them (including pictures) on your own pages or on others' pages or public sites. Remove anything that does not honour this.

Stay vigilant about what the Internet is saying about you

Sign up for personal alerts. Some search engines will automatically notify you of any new mention of your name or other personal information.

From time to time, search for yourself to see what additional information has been catalogued in search engines.

Periodically reassess who has access to your pages. Friends change over time; it is okay to remove those who no longer belong.

Polish your professional reputation

- To be your online best, create what you want others to see. Link anything you publish to your name for family, your sports team, work, and so on - so that you can manage what you share as LinkedIn or CareerBuilder. Put together a robust profile and make connections with colleagues there to help you manage who can see your profile or photos, how people can search for you, who can make commented blogs, participate in online forums, and how to block unwanted access by others.
- Join a professional network such as LinkedIn or CareerBuilder. Put together a robust profile and make connections with colleagues there to help you manage who can see your profile or photos, how people can search for you, who can make commented blogs, participate in online forums, and how to block unwanted access by others.
- Comment on professionally oriented blogs, participate in online forums, and review books on subjects in which you have expertise.
- Start a blog or register a website in your own name.
- Publicize yourself through clear writing, straightforward design, and high quality images.
- Write regularly (at least twice a month) on a subject about which you are knowledgeable.
- Invite visitors to make comments to create a conversation.

Consider separating professional and personal profiles

Use different email addresses, screen names, blogs, and websites for each profile.

Do not link your real name (or sensitive personal information such as your home and email addresses, phone numbers, or photos) with other professional files that you create.

Add personal information to your professional profile judiciously and only as it reflects well on that image.

Restore your online reputation

If you find information about yourself that does not fit the reputation you want, act quickly. The longer it stays public, the greater the chance that it will be spread or archived.

In a respectful way, ask the person who posted it to remove it or correct an error. If it is a correction, ask him or her to include a notice (CORRECTION or UPDATED) right next to the original incorrect material.

If the person does not respond or refuses to help, ask the website administrator to remove the digital damage.

If you feel a public correction is necessary, present your case simply and politely without attacking the person.

Compiled by Simon Peter Tebangor



BISASE RETIRES ON A HIGH



Mr. Bisase Being hand to his art potrait

Moses Bisase, who until July, was the Director, Department of Corporate Planning and Strategy, has retired from the Parliamentary Service, upon attaining the age of 60.

Bisase joined the Parliamentary Service in June 2001 as senior Economist in the Parliamentary Budget Office, a newly established department in the Service. Before joining the Parliamentary Service, Bisase had been a part-time lecturer at Makerere University, where he had also, earlier on, graduated with a Masters of Statistics (Econometrics). He also trained widely and worked in private practice in the areas of public finance, financial accountability, budgeting for development, and tax analysis and revenue forecasting

All this came in handy at the inception of the Parliamentary Budget Office (PBO) to provide “technical support to the Parliament of Uganda in its role of ensuring transparency, fairness and accountability in the national budget process”.

“Being a new department, the prospect of successfully establishing a PBO at Parliament was uncertain, hence, most of the economists and financial analysts with whom I was recruited, left the service within a period of six months,” he said, in his Legacy Report, issued upon retirement. The Legacy Report documents Bisase’s life journey from birth, education, and work life. He stayed on and embarked on the roles of the PBO, which included drafting and providing analytical briefs to committees of the House. “According to me, there were many opportunities of accessing economic data and practically applying the economics, statistics and modelling skills I was theoretically teaching to my students at the university for the production of very good reports,” he said.

With over 15 years at senior level in the PBO, much of the output of the office had his touch, strengthening capacity of the department, staff and establishing valuable networks.

He will also be remembered for his contribution in the development of the first strategic plan of the PBO, which guided the implementation of the key functions of the Office.

He was involved in the designing of the first PBO data warehouse architecture – which was meant to link all the main data generating sources (URA, BOU, Ministry of Finance) to PBO for prompt data analysis and production of reports for committees of Parliament. The project ended prematurely as it was donor-funded, with the equipment delivered being utilised by the department of ICT to support other functions of Parliament.

In 2018, he crossed to the Department of Corporate Planning and Strategy,

which had been assigned the duty of preparing the Parliamentary Commission Annual Performance Report, which is a major reference for Members and staff. He also led the preparation of the Legacy Report of the 10th Parliament in 2020, and an evaluation of the Parliamentary Strategic Plan (2016/17 – 2019/20) as well the development of a new Plan for the period 2020/21

– 2024/25. “I am glad to have supervised the team that compiled the Legacy Report of the 10th Parliament; the findings and recommendations have continued to inform the subsequent plans, research and decisions at Parliament, local governments and other institutions,” he said.

Bisase highlighted several challenges including the limited harmonisation of the planning with the budgeting functions;

lack of resources for the operationalisation of the LOR Secretariat; delayed alignment of the sectoral committees of Parliament to the NDPIII; and declined partners’ support to Parliament.

In the report, Bisase also points out lessons learnt over the years including hardwork, remaining professional, honesty and integrity; and points out his next steps after leaving the Parliamentary Service. He says he will be focusing on new hobbies and interests like music, birding, cooking, and travelling. “I am retiring from the Parliamentary Service, to start another life that will give me more time to catch up with my dreams of community service and interactions, new hobbies and interests... I want to particularly focus more on coaching communities in modern agriculture,” he said.



The new Parliament Chamber

The new Parliament Chamber/Building when complete will be fitted with a state-of-the-art Building Management System (BMS) to monitor different aspects including water and power consumption per second.

It will also monitor operations of the mechanical equipment like lifts and lights.

The idea of construction of a new Chamber was hatched by the Parliamentary Commission of the 8th Parliament due to the increasing number of Members of Parliament and staff.

The North Wing motor vehicle parking area was identified as the ground on which the new building was to be constructed. The new Chamber is designed to accommodate up to 600 MPs.

However, for the Chamber construction to take shape, there was the need to plan for an alternative car parking space – thus giving way for the construction of the multi-level car park with capacity for 500 vehicles.

With the plan finally stamped and approved, the mega project was divided into three phases:

Phase One

This involved the construction of the multi-level car park. The construction of the new Chamber of Parliament led to the need for extra parking space for the increasing population within Parliament.

A multi-level car park was constructed underneath the South Wing car parking area. This multi-level structure, with stores/archives and a control centre, consists of five basement floors and can accommodate slightly over 500 cars.

Phase two

This involved the construction of additional office spaces on top of the North and East wings. An additional floor was added onto these wings.

The North Wing was extended to six floors and the East Wing to five floors. Phases 1 and 2 have since been completed and are in use.

Phase three

The construction of the Chamber which commenced in 2017 is the third and last phase and at the mega project.

With works currently at about 41 percent, the Chamber is projected to be completed by September 2025.



The Ministry of Works and Transport is the technical advisor to the project, while Roko Uganda/ Roko Rwanda is the contractor.

Construction Management Team

This team comprises of staff of Parliament and the Ministry of Works and Transport. The role of this team is to supervise the contract/project on behalf of the Parliamentary Commission

Parliament Staff in the Chamber project

The Sergeant – At – Arms, Mr. Ahmed Kagoye, who is the chairperson of the team, heads the Construction Management Team (CMT); The Director of the Department of Information and Communication Technology, Mr. Innocent

Rugambwa, who is helping with ICT knowledge; Assistant Director in the Department of Official Report, Mr. Edward Lule, who is advising on Audio- Visual technology knowledge;

Mr. James Angura from the Department of Legal Services is in charge of the legal paper work and interpretation and advice;

Mr. Peter Acuch from the Department of Research Services, who joins the team being knowledgeable in the engineering field.

Other staff in the Department of Sergeant- AtArms, all of whom are all engineers in different disciplines of the engineering profession include the following

Senior Engineering Officer Mechanical - Eng. Andrew Olap
Engineering Officer Electrical - Eng. David Agang
Engineering Officer Civil – Eng. Rymon Kawooma
Secretary to the committee – Eng. Raymon Kawooma.

A glimpse at the new building

It has nine floors with the basement being the first floor comprising of a library/archive centre, server rooms, plant room (generator and electrical switch room), stores and control room and the CCTV command centre.

The lower ground (second floor) and will comprise a restaurant, modern kitchen, executive lounge and committee rooms.

The mezzanine floor (third floor) is the intermediate floor between the main floors of the building. It will comprise the gallery, museum, stores and washrooms.

The ground floor is main Chamber of Parliament. The Chamber has a sitting capacity of 600 in circular arrangement. It also has pigeonholes and members' lobbies

The first floor comprises the press lounge, while the second floor comprises the public gallery and press lobby.

The third floor has been designed to have offices and committee rooms.

The fourth floor is designed to have offices, committee rooms and archives, while the fifth floor will be the plant and services floor.

The project also covers or provides for a fitness centre within the basement of the existing North Wing block. The other features in this basement include a saloon, spa and gym.

A Hall of Honour and a covered walkway between the South Wing and North Wing will to connect to the new Chamber



A Day in the Life.

Lydia B. Bujura in the Office of the Speaker



Have you ever wondered what it's like to work in the office of the Rt. Hon. Speaker?

I did; and the day I was deployed in the office of the Speaker; I did not need to wonder anymore. The two administrative officers working in this high-profile office were away on compassionate leave and I was called in to assist. I would like to give you a sneak-peak into my experience during the two days

I will start by answering the question "was it what I expected?" I figured I was not quite sure of what I was getting into,

My day started at about 7.00am, a little earlier than usual as we had a busy day ahead of us. Before I could embark on the day's tasks, I needed to say my morning prayer. Then it hit me, I was on unfamiliar territory. I wondered what the security personnel manning the entrance of the office would think I was doing on the floor,

aware of security protocol. I didn't need to explain myself and got down on my knees.

I said a quick prayer. In it, I thanked God for the opportunity to serve in the office and reminded Him that the tasks I was about to undertake are usually handled by two very competent people and here I was, alone for two whole days!!

The day before I started to work, I had received a brief on the to-do list from Caleb Tugume,

Administrative Assistant and all seemed do-able; yet here I was, having those butterflies in the stomach and the "what if " thoughts.

The day before I started to work, I had received a brief on the to-do list from Caleb Tugume, Administrative Assistant and all seemed do-able; yet here I was, having those butterflies in the stomach and the "what if " thoughts.

As if he had read my thoughts, the positive affirmations from the Executive Secretary to the Speaker, Leonard Okema were the right prescription to my anxiety and boosted my confidence.

One of the key tasks in this office is to ensure that the Rt. Hon. Speaker has all she needs for a smooth plenary session. This is done simultaneously with all the other duties which include; attending to high-profile visitors,

phone calls from people from all walks of life seeking audience with the Rt. Hon. Speaker (this is a whole other story), handling correspondences and all the other regular office stuff

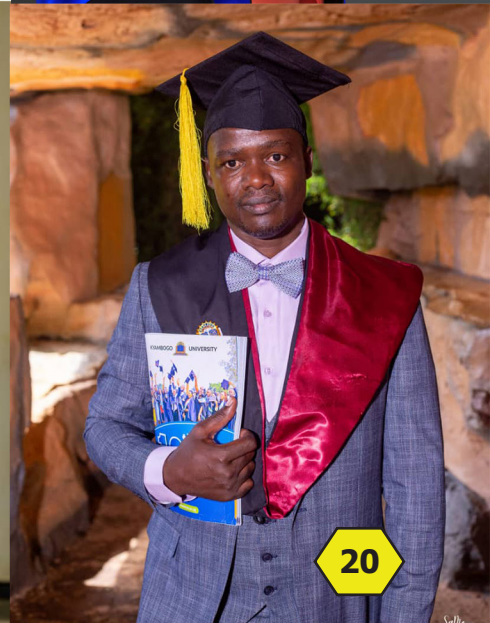
This experience made me appreciate the roles of several officers in the institution. On this particular day, there was a lot of collaboration between the office of the Clerk to Parliament, the Library, department of Clerks and the Executive Secretary to the Speaker to have all documentation ready and error free for plenary that day.

By the time plenary was underway, I was starving and decided to have a quick lunch while catching up on WhatsApp messages before getting back to other duties

As I left office at 7:40pm, my mind ruminated over the key lessons from the day;

- Being a fast-paced working environment, it takes a great deal of organization, attention to detail and patience to keep everything running efficiently;
- The office comes with numerous responsibilities and changing requirements and therefore one needs to think while on their feet;
- A positive attitude, empathy and great communication skills to create partnerships are vital skills;
- As the "go-to" person for all sorts of queries, the need for a creative mind and ability to multitask is critical;
- Listening and asking thoughtful questions to enable you disseminate and absorb communication and information are essential skills;
- Being a people person, adaptable, approachable, friendly and helpful is key







A close-up, high-contrast portrait of a man with a beard and tattoos. The man has light-colored eyes and is looking slightly to the side. He has a small tattoo on his ear and a larger, intricate tattoo on his neck and jawline. The background is dark and out of focus.

N

BECKHAM

MOVIE REVIEW

THE SERIES: BECKHAM

Many football fans worldwide know the name David Beckham and the impact he has had on the football industry. Few may know that Beckham debuted in his first professional football match at the age of 17, and he had previously played in junior academies and leagues before he was spotted by the then famous Manchester United Manager, Sir Alex Ferguson. Many fans of the football star outside the United Kingdom may even know the toll his public life took following a mistake he made in the world cup round of sixteen game against Argentina.

in the world cup round of sixteen game against Argentina.

Few may know how he started his relationship with wife, Victoria. Apart from his successes on the football pitch, a handful of people around the world know how this football star's personal life has panned out to-date.

You will be pleased to learn that a new docuseries on Netflix, which traces Beckham's rise from his humble beginnings in east London to an international sports superstar, is now available

The four-part Netflix documentary titled, "Beckham", chronicles David Beckham's rise to soccer stardom. Featuring interviews with his parents, his mentor – Sir Alex Ferguson, his wife, and former professional footballers with whom he has played in his 20-year career.

The Beckhams inked the US\$20 million deal with Netflix to make the docuseries, back in 2020; and it is worth your every minute. Beckham has previously acted in several high profile films including King Arthur: Legend of the Sword (2017), The Man from U.N.C.L.E. (2015) and Kingsman: The Secret Service (2014).



MOVIE

MPs, staff withdraw Shs15 billion from Pension Scheme

Over 100 Members of Parliament (MPs) and staff have so far benefited from the mid-term access to pension, following adoption of new regulations in July 2023. The Regulations come in to enforce Section 13 A (3) of the Parliamentary Pensions Act, 2007.

According to the Chief Operations Manager of the Parliamentary Pensions Scheme (PPS), Nightingale Mirembe Ssenoga, the Scheme has so far paid members to the tune of Shs15 billion.

"It was a wave and you know with a wave people come in big numbers and later settle. Like now we have fewer applicants a day; like one or two, or maybe five a week," said Ssenoga.

According to the regulations, for one to qualify for mid-term access, he/she must be 45 years and above and should have contributed to the scheme for at least 10 years.

"A member who is forty-five years of age and above and has made contributions to the Scheme for at least ten

years, is eligible to access his or her midterm benefits, of a sum not exceeding twenty percent of his or her total Scheme credit,"

read the Regulations in part.

A member is deemed to have made contributions for ten years if the member has made at least 120 total monthly contributions to the Scheme. The mid-term benefits are calculated on the basis of the member's Scheme credit at the time of the application.

Further to that, the mid-term benefits drawn out of a member's account form part of the member's final Scheme credit to be used in computation of the member's pension at the date of retirement.

"Where a member is granted mid-term benefits, the Board shall pay to the member a guaranteed interest on the member's final Scheme credit to be used by the Scheme in computation of the member's pension at the date of retirement," read the Regulations in part.

The interest shall be paid to the member from the month the member is granted midterm benefits until the end of the financial year. It should be noted that a member shall have access to his/her midterm benefits only once during his or her pensionable service.

A member who would have accessed mid-term benefits will be paid less that amount upon retirement. "At the end of the day, the mandate of the Scheme is to look after you in retirement, not when you are in active service," she said. Ssenoga added, "On retirement, a member is allowed to access up to 33 percent of their fund, and the rest is computed into pension, so what the Board did was to still remain within the 33 percent that the member is allowed to access as a lump sum and give an advance payment of 20 percent of that money"

How to obtain mid-term pension

A member interested in mid-term access is expected to submit an application, which according to the regulations, takes at least 21 days. "The Scheme shall, upon receipt of the application, verify the information provided by the applicant. In verifying the information provided by the applicant, the Scheme may carry out such inquiries as the Scheme considers necessary and may request for additional information from the applicant,"



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How to detect and avoid kidney failure

Studies by the National Center for Biotechnological Information indicate a rise in chronic kidney diseases in Uganda. This has been put at a prevalence rate of 15 percent.

Because of this, plus the need for the right information on the subject, Staff Bulletin talked to the Parliament doctor, Fred Bawulira, on ways to detect or prevent kidney injuries before progressing to chronic stages

This comes following a recent campaign by the Parliament community to raise funds for Juliet Kabalungi, who needed to undergo a kidney transplant. Kabalungi is a former PA to Hon. Mary Mugenyi, one of Uganda's representatives to the East African Legislative Assembly.. She developed chronic kidney disease in September 2023, with a low kidney functionality of six Staff and Members of Parliament raised up to Shs21 million for her treatment estimated to cost Shs 150 million.

Dr. Bawulira highlighted three life stages in which kidney disease can be detected and prevented.

Pregnancy: He noted that organ formation happens in the first three months of pregnancy and thus warns pregnant women to be careful and avoid consuming harmful substances such as drugs, alcohol, and cigarettes. Such substances, he said, are most likely to injure the baby's organs

Childhood: Inherited abnormalities can develop in an unborn baby's organs such as the kidneys, when a pregnant woman is exposed to chemicals such as hair dye and drugs such as those used in cancer treatment.

The good news is that such abnormalities can be treated when the baby is born. However, failure to detect such abnormalities until adulthood can result in chronic kidney disease that would require a costly transplant.



He mentioned what is medically termed autoimmune disease, which develops when one is exposed to bacteria.

"As the body starts fighting the bacteria, the organs are affected, and the organ could be the kidney," he said adding that the most common kidney infection among children is glomerulonephritis, caused by strep B bacteria. This can, however, be treated if detected in time

Adulthood: The common cause of kidney disease among adults in Uganda results from self-medication using drugs in the family of non-steroidal anti-inflammatory drugs. They include Ibuprofen, diclofenac, and indomethacin.

When asked whether women who use Ibuprofen and diclofenac for menstrual cramps are at risk of developing kidney disease, the doctor said such usage is insignificant to affect the kidney.

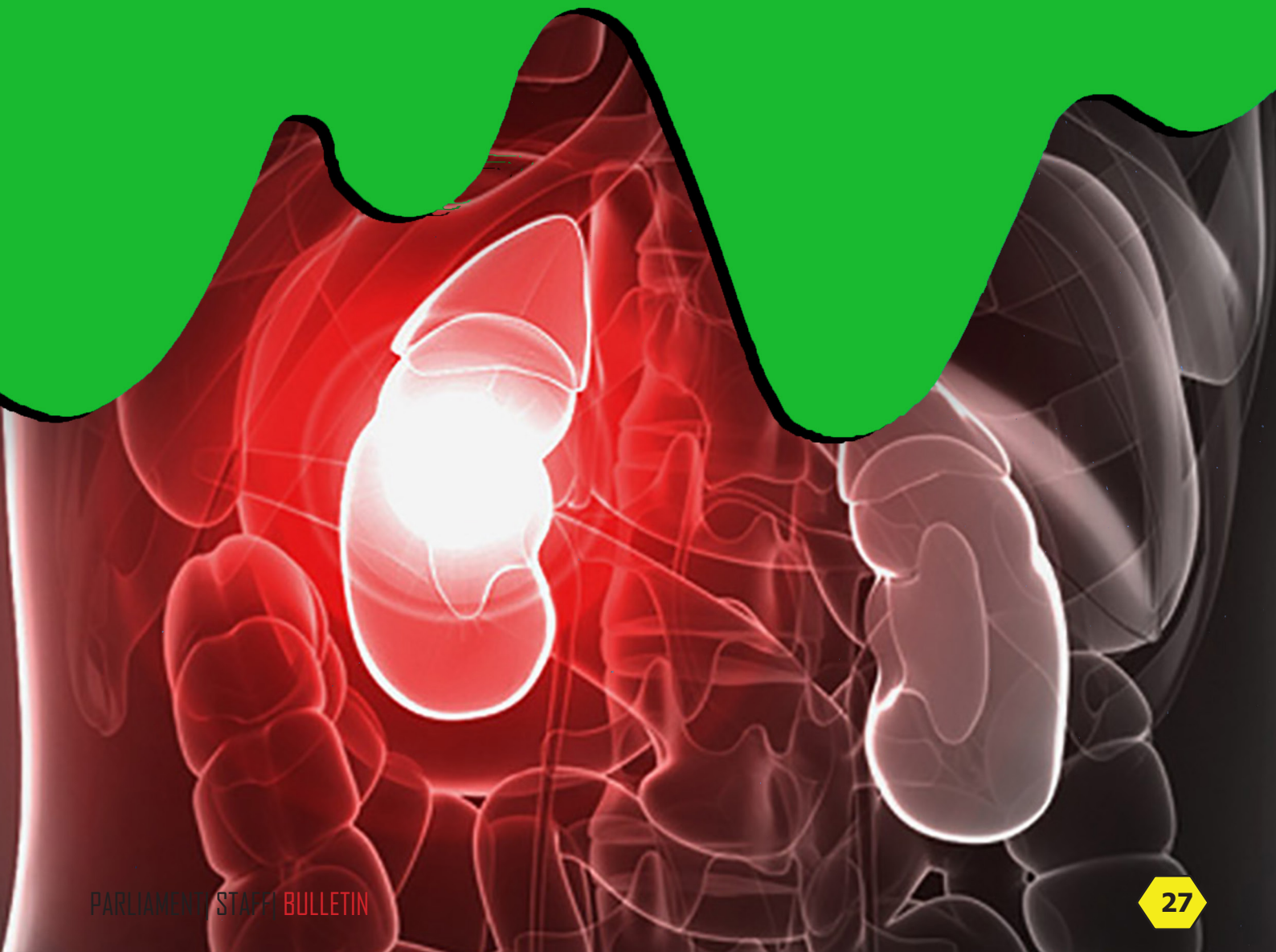
He explained the risk is among patients who are put on such treatment for long, such as those with back problems and joint pain.

These must ensure their kidneys are routinely checked as they are at a high risk of kidney failure.

"That medication has a way it affects the kidney that it makes part of it die. We nevertheless, give it because one may have a condition that is disabling. We encourage them to often have their kidneys checked," said Bawulira.

Additionally, he said that drugs used in weight loss have proved to have profound effects on the kidneys.

Diseases such as acute malaria, HIV/AIDS, hypertension, and diabetes affect kidneys significantly, and people with these conditions are advised to keep them under control as a way of preserving the kidneys. "Once the high blood pressure and diabetes are controlled, you will less likely have kidney failure," he said



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HOW TO OBTAIN MID-TERM PENSION

A member interested in mid-term access is expected to submit an application, which according to the regulations, takes at least 21 days.

"The Scheme shall, upon receipt of the application, verify the information provided by the applicant. In verifying the information provided by the applicant, the Scheme may carry out such inquiries as the Scheme considers necessary and may request for additional information from the applicant," the Regulations read in part.

In determining the application, the Scheme shall ascertain whether the applicant has a complete members' file. "Where a member does not have a complete member's file, the Scheme shall defer the application, pending the applicant's completion of his or her member's file," the Regulations read in part.

The Regulations provide that the Scheme will only reject an application where the applicant is not eligible or does not qualify for midterm benefits. Ssenoga confirmed that indeed, some applications have been rejected on the basis of incomplete files.

"The regulations are clear and this has forced members to put their files in order. You cannot access your benefits if your file is not fully compliant. We have also had cases where some people who do not qualify apply and those are automatically rejected," she said.

Where the Scheme rejects the application, it shall give reasons for the decision, in writing.

Ssenoga however discourages members from withdrawing their pension, saying that they will need that money more during retirement. "When you look at your emoluments and salary, you are only saving 15 percent of this money with us, meaning the other 85 percent is with you, so you are not being a good finance manager to come and eat into the 15 percent you are saving, yet you had almost 85 percent to plan your life with," said Ssenoga. She instead advises members to take interest in financial literacy workshops, saying that these enlighten members on saving. "Unfortunately, attendance of the financial literacy workshops is low. Members here should be aware that they can invest in treasury bills and bonds. Not all of us have time to run businesses," said Ssenoga.

BACKGROUND OF PPS

The Parliamentary Pension Scheme started in 2007 under an Act of Parliament but retrospective consideration of members who had been existent since 2001.

It was established to provide retirement benefits for MPs and staff of the Parliamentary Commission who are on permanent and pensionable appointment.

Ssenoga said that the operations of the Scheme started in 2009 under the department of Finance and later evolved into an independent entity as a body corporate. Since establishment, the Scheme has grown from 500 members to 13,000, said Ssenoga.

"More members mean more contributions and more collection of funds. In investments, if the fund is big you take advantage of the economies of scale and you go into big investments that have big returns," she said.

Investments are guided by the regulator who is the Uganda Retirement Benefits Regulatory Authority that has a schedule of guidelines where schemes are supposed to invest their funds.

"In that schedule, there is fixed income, which takes care of treasury bills, treasury bonds and the collective investment scheme. The other is equity, where you buy shares of listed companies. We invest in regional equities in Kenya and local equities," Ssenoga explained.

She added that the fund has grown from Shs150 billion to Shs426 billion.

"The actuarial evaluation of 2023 shows that the scheme was fully funded, standing at 120 percent, meaning that if the scheme was closed then, it will be able to pay off all the outstanding liabilities and remain with a small surplus," Ssenoga said.

Similarly, government guarantees members a return of 80 percent on their benefits. According to Ssenoga, this means that legally, if the scheme is not able to cater, then government must come in and settle the liability. Moreover, a member is guaranteed for life, except for members' beneficiaries who are guaranteed for fifteen years, Ssenoga explained.

Her call to members is to plan well for their pension savings while still in active service so as to live dignified lives in retirement.

By Evelyn Angiji.

In memory of Christine Alweny and Mary Akola

The Parliamentary Commission in 2023 lost two staff; Christine Alweny and Mary Akola. Alweny died on 23 June 2023 while Akola died on 02 July 2023.

The two were siblings and had suffered from terminal illnesses since the 9th Parliament. Alweny, born in 1964 joined the Parliamentary Commission in 2010 as an Accountant and rose to the Principal Accountant level. She is remembered as a dedicated accountant with a great zeal for reading.

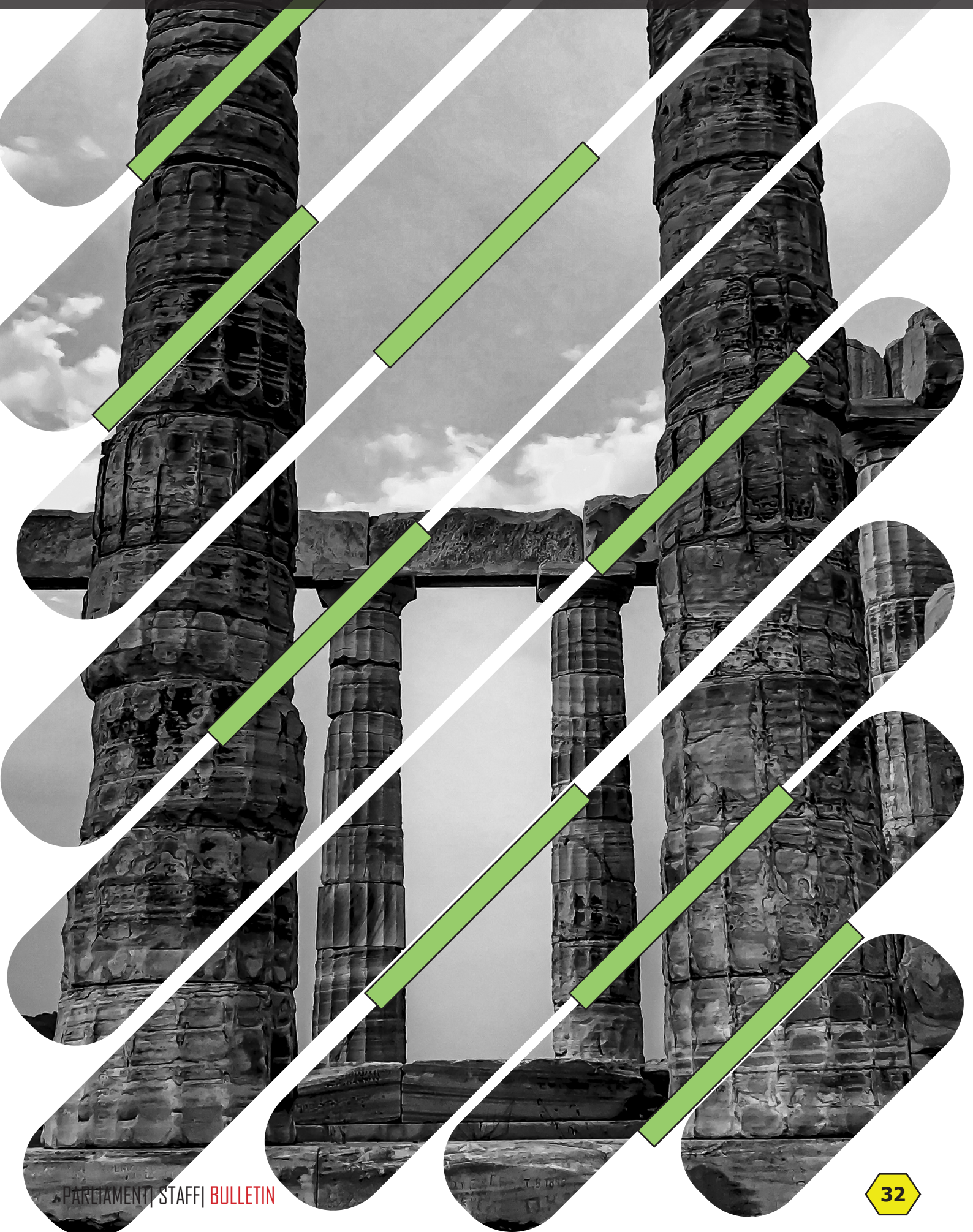
"Tina was a very principled person, she was a no-nonsense person, you could not just engage her in anything you wish. She wanted to read any free time she had. By the time she got ill, she had finished the professional training qualifying for the Association of Chartered Certified Accountants," said Robert Kayigwa, a Senior Accountant.

Akola, born in 1977 joined the commission in 2000 as an office attendant and had upgraded to the level of office assistant by the time she passed away.





DEPARTMENT OF LIBRARY SERVICES VIS- ITS ARCHEOLOGICAL SITES



In September 2023, staff of the Department of Library Services visited various archaeological sites in the country to find out how prehistoric Uganda relates to modern society. This is in line with Parliament's vision to have "a transformed, independent and people-centred Parliament".

The sites visited included Tanda pits in Mityana District, Nakayima tree in Mubende District, Amabere Ga Nyina Mwiru in Fort Portal City, Bigo Bya Mugenyi in Sembabule District, Garama caves in Kisoro District, Nsongezi cave in Isingiro District, and Nyeru Rock paintings in Kumi District. All these archaeological sites have thrilling stories that date way back to pre-historical times. This article will focus on Tanda pits located in Mityana District.

TANDA PITS

There are numerous forms of the myth of Tanda pits. The common legend has it that Kintu, the first man on earth, lived alone with his only beloved cow that he depended on for milk. The mythical maker of all things, named Ggulu, lived in the mythical heaven with his three children: a daughter named Nambi and two sons, Walumbe and Kayikuzi.

The children would often slope to earth to play and have adventures. On one of their visits to earth, they met Kintu grazing his cow. Nambi fell in love with Kintu and they got married. Walumbe was not pleased with the union and vowed to wreck their marriage.

Ggulu did not want Walumbe to follow Kintu and Nambi back to earth. However, when Nambi returned to her father's home to collect millet for her chicken, Walumbe stealthily followed her to earth. Legend has it that Walumbe's arrival in Kintu's homestead was the beginning of sickness, misery and death on earth.

Ggulu then sent Kayikuzi to take Walumbe back to heaven. When Kayikuzi arrived on earth, he dug the ground in search of his brother and a fight ensued. Kayikuzi failed to capture Walumbe and the pit shifts are said to have come up because of their fights.

After killing Nambi's children, Walumbe dug these pits (nyanga) as he ran to hide from his brother Kayikuzi, who was under instruction from their father, Ggulu, to take Walumbe back home, and save Kintu's family from further death and misery. The spirits of Kayikuzi and Walumbe are still believed to roam the area.

TANDA PITS TODAY

Hundreds of people visit the place for tourism and to perform traditional rituals. Every visitor to the pits is required to walk bare footed. Ritualists visit the place to cleanse themselves from accidents, bareness, several ailments and to get business deals. The ritualists perform their traditional rituals in broad day light. They light up fire places and do their enchantments even as other visitors/tourists move around. The place has almost ten altars and it is believed that all these have different gods.

The team did not get a testimony from anybody about their problems being solved by visiting Tanda pits. However, many people, some of them of good standing in the community, still believe in traditional rituals performed at the pits. Interestingly, Tanda pits are 15kms away from the Anglican cathedral and 9kms away from the Catholic cathedral. So, there is a heavy presence of Christian beliefs alongside the traditional beliefs in the district.

Tanda pits can be developed into a modern tourist attraction since the altars at the site are still active. The place could be fenced off and be equipped with various amenities that could ease the tourism experience

By Godfrey Timu

EIGHTY-NINE NEW STAFF JOIN PARLIAMENTARY COMMISSION

Eighty-nine new staff have joined the Parliamentary Commission in the last one year, the Clerk to Parliament, Adolf Mwesige Kasaija has said. "I appeal to you the old staff to help the new staff to settle down such that they can help us attain our goals," Mwesige said.

He made the remarks during the staff Annual General Meeting (AGM) that was held on Friday, 15 December 2023.

The Clerk to Parliament said that the Commission has continued to bolster human resource capacity through recruitment and training.

He said that trainings are being done both internally and abroad, with a call on staff to take advantage of the trainings by the Corporate Planning and Strategy department.

Mwesige added that a number of staff were promoted, including desk promotions for those who had stagnated in their career growth.

"There are more staff who were eligible for promotions but did not get because the wage bill got exhausted. Human Resources department will document those cases so that they will be considered when the wage bill allows," he said.

Additionally, Mwesige said that the staff structure is currently under review with the aim of ensuring that the number of staff is in tandem with that of the Members of Parliament (MPs).

"The report has been presented and discussed, and recommendations will be made to the Commission for consideration. The exercise is aimed at addressing the emerging needs," he said.

Adding that, "The current structure was done in 2011. Now we have 557 MPs, it is only proper and fair that staff attending to MPs is adequate." Some staff retired in the course of the year, among them is Deputy Clerk, Parliamentary Affairs, Paul Wabwire

"We thank him and others for having rendered distinguished services to the Parliamentary Commission and the public in general," Mwesige said. He also informed the meeting that Rose Ikiror Ssemakula is now the Acting Deputy Clerk, Parliamentary Affairs.

"She deserves the promotion and I request you to accord Rose all the required assistance to enable her deliver on her responsibilities," he said.

He added that the Staff regulations and policy of 2019 is under review.

"Copies will be availed once ready. In the meantime, I advise you to have the existing regulations to understand the dos and don'ts of the service. It's a very distinguished service to serve in the legislature and you must understand what is doable and what is not," he said.

Whilst Mwesige applauded staff for generally improving on their attendance of duty and great contribution to the successful end of year, he also cautioned them against breaching the staff regulations and rules, saying that if found guilty, the Commission would take appropriate action.

"You should endeavor all the time to do the right thing. There is a saying that there is nothing you do which will go unpunished and there is nothing good you do which will go unrewarded. It's just a matter of time," Mwesige said.

By Evelyn Angiji



FACT FILE



SENTONGO CHRISTOPHER

Office : Clerks
 Position : Clerk Assistant
 Period of Service : Eight Months
 Birthday : 27 July
 Favorite food : Matooke and Ground Nuts
 Favorite Color : Lavender
 Residence : Kira
 Hobbies : Reading, watching Football, and playing volleyball ball
 Message : A dream does not become reality through magic; it takes sweat, determination,



ARTHUR MUGABI

Office : Leader of the
 Opposition
 Position : Policy Analyst
 Period of Service : Two and a half
 years
 Birthday : 17 June
 Favorite Food : Fish, Millet
 Dough and Greens
 Favorite Color : Blue
 Residence : Munyonyo
 Hobbies : Music, Comput-

Message : One day at a time, for God has it all figured out



CATHERINE NINSIIMA

Office : Corporate Planning
 and Strategy
 Position : Principal Programs
 Officer
 Period of Service : Nine years
 Birthday : 27 October
 Favorite Food : Matooke and Ground nuts
 Color : Emerald green
 Residence : Kiwatule
 Hobbies : Traveling and watch-
 ing TV
 Message: A bend in the road is not the end of
 the road unless you fail to make the turn.



INNOCENT RUGAMBWA

Office : Information, and
 Communication Technology

Position : Director
 Period of Service : 24 years
 Birthday : 13 November
 Favorite Food : Millet dough (Locally named Kalo)
 Favorite Color : Beige
 Residence : Najjera
 Hobbies : Fellowship, walking, swimming, holiday camping, outreach, counseling
 Message: Search the scriptures, for in them you find life (John 5:39). The Values we choose shape our lives.



SUSAN ANYAIT



STELLA NAKABUUBI

Office : Library services
 Position : Librarian
 Period of service : Six years
 Birthday : 24 July
 Favorite food : Matooke and pasted fish
 Favorite Color : Green
 Hobbies : Reading novels, traveling and dancing
 Message : Do not let yesterday take up much of today
 Residence : Matugga

Office : Finance
 Position : Senior Accountant
 Period of Service : Six Years
 Birthday : 2nd July
 Favorite food : Tuna a spinach
 Favorite Color : Grey
 Residence : Namugongo
 Hobbies : Adventure, Working out
 Message : People will treat you the way you let them



JOHN MWASA WAGOGO

Office : Clerks
 Position : Clerk Assistant
 Period of Service : Eight Months
 Birthday : 27 July
 Favorite food : Matooke and Ground Nuts
 Favorite Color : Lavender
 Residence : Kira
 Hobbies : Reading, watching Football, and playing volleyball ball
 Message : A dream does not become reality through magic; it takes sweat, determination, and hard work

Sports club supports 70-year-old involved in a road accident



The routine jogging by Parliament's staff has impacted the life of 70-year-old man, who was involved in a road accident.

The members, under their club dubbed, 'Running Club' mobilized Shs1 million toward treatment of the elderly man, after they discovered that he was involved in a motorcycle accident.

Over the years, the staff under the club noticed the 70-year-old man during their morning work outs along Kyadondo Road in Kampala City.

The elderly man, whom the staff fondly referred to as 'Mzee', loosely translated as old man, was engaged in cleaning the stretch from the residence of the British High Commissioner and DFCU bank under Kampala Capital City Authority (KCCA).

A few months ago, the members noticed his absence and started to ask for his whereabouts until he re-appeared months later.

When asked about his disappearance, the old man narrated his ordeal, in which he was knocked down by a cyclist, locally referred to as boda boda as he trekked back home one evening. He explained that the authorities did not help to apprehend the rider and he had to meet his medical bills, which he hardly managed. "The police just let the man go. Now I have to work to be able to treat myself," mzee said.

This led members of the Running club to mobilise funds for the old man so he could get proper treatment, and indeed, he was given the Shs1 million on 06 November 2023.

The club is involved in several Corporate Social Responsibility activities countrywide and areas covered so far are Mbale, Gulu and Kasese where they have planted trees and also donated assorted items to the less privileged communities.

The club plans to expand their activities to Arua, Mbarara and Kamuli in the coming months.



SPORTS







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